



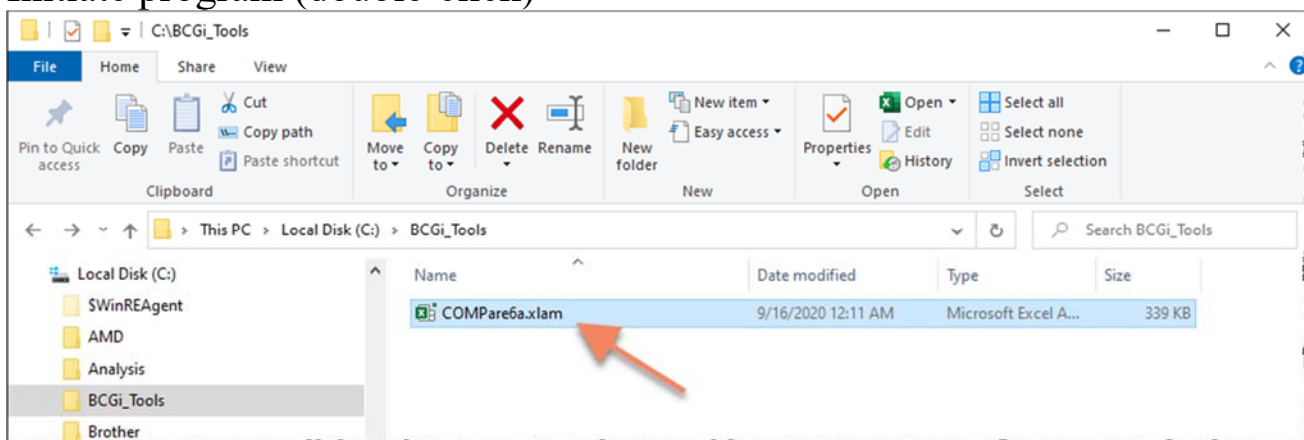
# **BCGi Analysis Tool**

## **Quick User Manual**

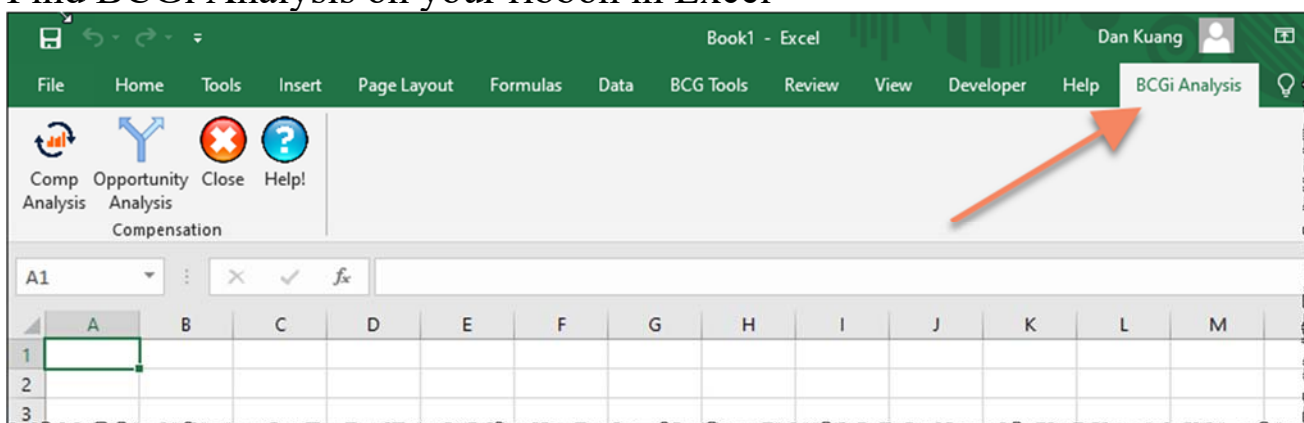
By: Daniel Kuang, Ph.D.

## Instructions: Starting BCGi Analysis

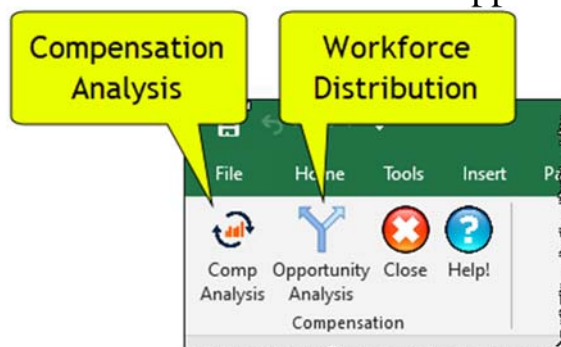
1. Drop the program (*COMPare6a.xlam*) on your computer.
2. Initiate program (double-click)



3. Find BCGi Analysis on your ribbon in Excel



4. Select the Program you want to run:
  - a. Compensation Analysis
  - b. Workforce Distribution/Opportunity/Occupation Segregation Analysis



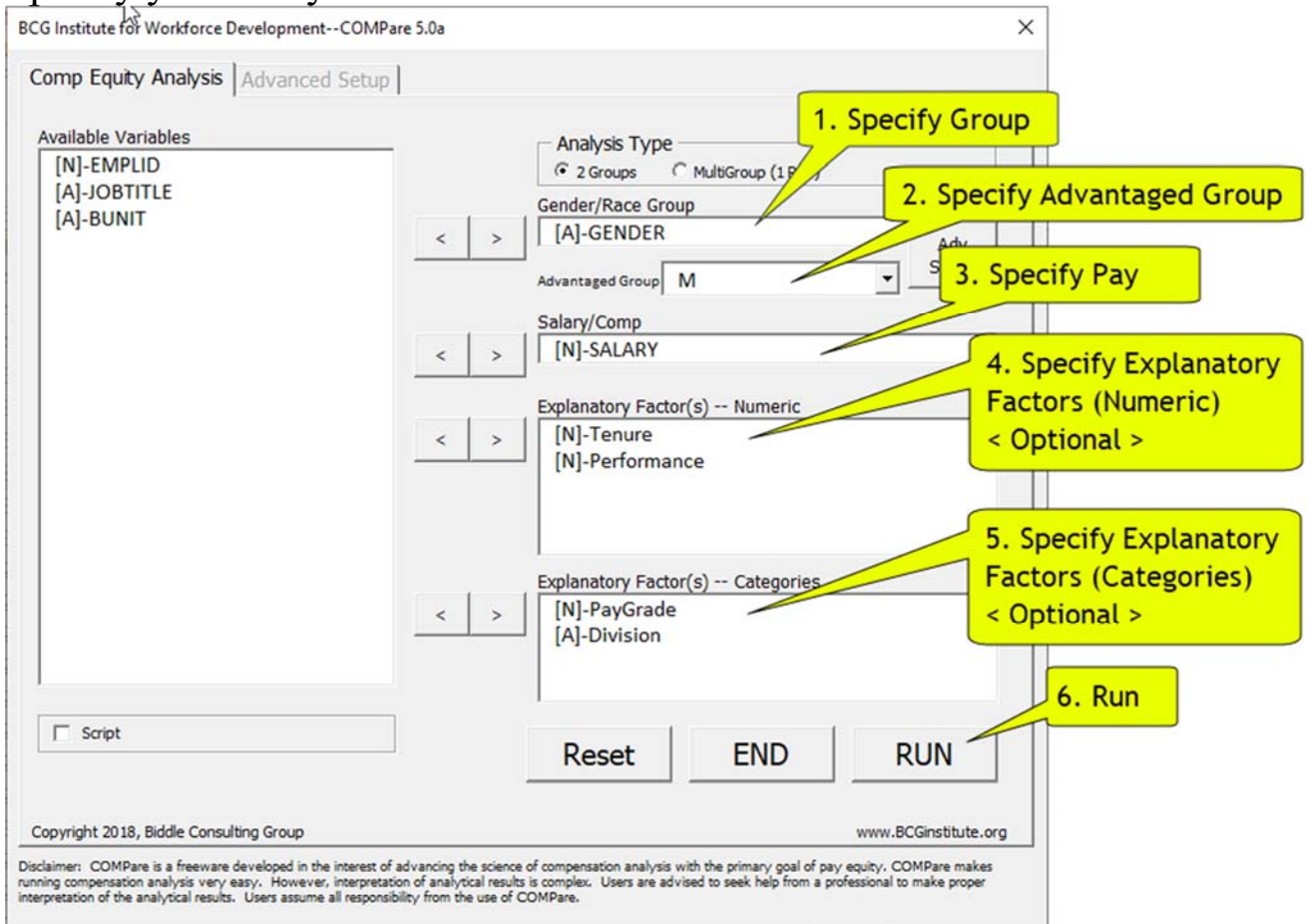
## Instructions: Compensation Analysis

1. Open the data-file to analyze



2. Initiate **(Comp Analysis)** program

3. Specify your analysis



BCG Institute for Workforce Development - COMPare 5.0a

Comp Equity Analysis | Advanced Setup

Available Variables

- [N]-EMPLID
- [A]-JOBTITLE
- [A]-BUNIT

Analysis Type

☒ 2 Groups ☐ MultiGroup (1 P...

Gender/Race Group

[A]-GENDER

Advantaged Group

M

Salary/Comp

[N]-SALARY

Explanatory Factor(s) -- Numeric

- [N]-Tenure
- [N]-Performance

Explanatory Factor(s) -- Categories

- [N]-PayGrade
- [A]-Division

☐ Script

Reset END RUN

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Disclaimer: COMPare is a freeware developed in the interest of advancing the science of compensation analysis with the primary goal of pay equity. COMPare makes running compensation analysis very easy. However, interpretation of analytical results is complex. Users are advised to seek help from a professional to make proper interpretation of the analytical results. Users assume all responsibility from the use of COMPare.

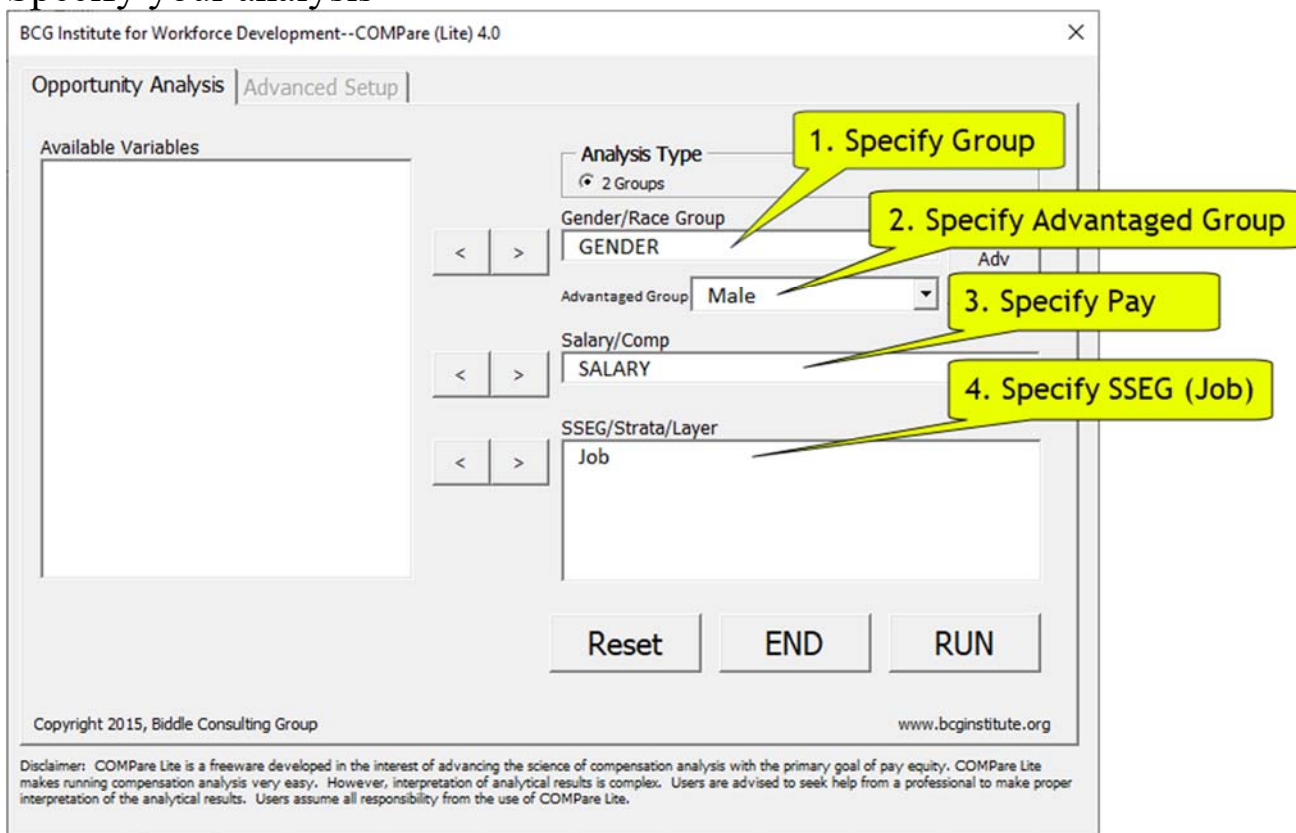
## Instructions: Workforce Distribution Analysis

1. Open the data-file to analyze



2. Initiate **(Opportunity Analysis)** program

3. Specify your analysis



BCG Institute for Workforce Development--COMParE (Lite) 4.0

Opportunity Analysis | Advanced Setup

Available Variables

Analysis Type  
2 Groups

Gender/Race Group  
GENDER

Advantaged Group  
Male

Salary/Comp  
SALARY

SSEG/Strata/Layer  
Job

Reset END RUN

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